



TOLLESON UNION HIGH SCHOOL DISTRICT NO. 214

GOVERNING BOARD **UNOFFICIAL MINUTES
REGULAR MEETING**

TUESDAY, JANUARY 28, 2020

DISTRICT ADMINISTRATIVE CENTER
9801 W. VAN BUREN STREET
TOLLESON, ARIZONA

The Tolleson Union High School District No. 214 Governing Board meeting was called to order at 6:00 p.m. by Governing Board President Ms. Corina Madruga with the following members present: Mr. Freddie Villalon, Vice President; Mr. Steven Chapman (via phone until arriving at 6:16 p.m.), Dr. Kino Flores, and Mr. Devin Del Palacio (arrived at 6:12 p.m.), Members.

2. Pledge of Allegiance

President Madruga led the pledge of allegiance.

3. Approval of the Regular Agenda

Mr. Villalon moved to approve the Regular Agenda; seconded by Dr. Flores. In a roll call vote, the motion carried 4-0.

4. INFORMATION ITEM

A. Superintendent Student Representative Council District-Wide Update

Westview High School students Luis Chavez, 12th grade, and Kyarah Martinez, 11th grade, representing the Superintendent Student Council, provided an update for each of the TUHSD schools.

(Luis)

Good evening President Madruga, Vice President Villalon, members of the Board and Superintendent Gutierrez.

My name is Luis Chavez and I am a senior at Westview High School and one of the Student Representatives for tonight's Board meeting, along with my fellow Knight, Kyarah Martinez.

Superintendent Gutierrez created the Superintendent Student Council, consisting of two students from each high school across our district. We meet monthly to discuss celebrations, happenings at our schools, as well as concerns, with a focus on student academic achievement, which is not only a focus from the Superintendent, but for us as well.

We are happy that first semester finals are over. Things went smoothly, allowing us to take our assessments online. There has been a noticeable change from my freshman year to my senior year academically with increased use of technology in the classroom and for assessments, but also the rigor of our courses. I feel better prepared for college now and have a greater comfort level using online curriculum and tests. This was not the case when I entered high school and I appreciate the change in the right direction.

We are all very proud of Tolleson being recognized as a “B” School! This is a great accomplishment that takes students, teachers and administrators working together to make it happen.

Schools have hosted Future Freshman Nights for next year’s new class of freshmen. Current students have participated at these events to offer support and answer questions that students and their families may have. There is always excitement and hope as we welcome the next group of Knights.

I would like to share with you a little bit about my life. When I came to Westview as a freshman, I didn’t know one person. I had gone to Pendergast Elementary and my friends were all going to attend Copper Canyon, but due to boundaries I needed to go to Westview. I have always been athletic and enjoyed sports. I played basketball and baseball my freshman year. I did well in school, but didn’t really push myself; I got straight “A’s” without much effort. After my freshman year, a group of my teachers and administrators approached me and made sure that I challenged myself more academically and “encouraged” me to take all advanced and AP courses my sophomore year. I am competitive, and always have been in sports, but now I was wanting to challenge myself to be the best academically as well. I continued to get straight “A’s” in the more rigorous courses and looking back, I want to thank my teachers, administrators and my mom for pushing me. Because of my increased academic rigor, and support from my teachers, I began to get more involved in campus life. I wanted to make a positive difference and started with tutoring my teammates, tried to motivate students that I came across to do better in their classes and get involved. I am very proud to share that I was the lead and creator of the recycling prototype with the City of Avondale. I took it to the next level by involving Student Government to ensure the sustainability of the program. This program is now at almost every high school in the City of Avondale and is making a positive difference today and will do so in the future. I was the Supreme Court Judge at Boys State and also nominated for Boys Nation. I lost by 4 votes and sadly missed out on the opportunity to meet the president.

As we enter our final semester of high school, it is time for us seniors to determine what we will do next in life. Will it be community college, a 4-year university, a trade school, the military, or another opportunity? We all have many options before us, thanks to the rigorous and challenging courses offered at Tolleson Union High School District. When I graduate in May, except for my mother and her brother, I will be the first high school graduate on both sides of my family. I am the oldest cousin and am trying to set a good example for future generations to come. I will be the first college graduate in my family ever! I have submitted almost 30 applications to top 100 universities, including 4 Ivy League colleges. Because of this, my future is very bright and I would like to take this time thank my administrators, teachers and most importantly my family for their endless support of my athletic, academic and personal achievements. I am here today because of them. Thank you!

(Kyarah)

Good evening; I am Kyarah Martinez, a junior at Westview High School.

A lot is happening at all campuses:

- Winter sports are underway;
- Performing arts groups are getting ready for their Spring competitions and shows;
- National Honor Society, JAG, STUGO, FBLA, and other clubs are preparing for their conferences and competitions as well.

West Point High School reported that their football field is now finished. They hosted their first soccer game on the new field – it looks like a college field with all of the bells and whistles. Something to really be proud of!

Approximately 180 students from the Tolleson Union High School District joined more than 4,500 students at the Speak Up, Stand Up, Save A Life conference at Grand Canyon University on January 22nd. This conference offered students a chance to hear from local and national speakers on the difficult issues they face on a daily basis both inside and outside of school.

Allow me to share with you some information about myself. I love volleyball and was playing at a national level when I started high school. I continued to play volleyball at Westview and maintained an average GPA to be eligible for volleyball.

My sophomore year, I became motivated and began getting involved with my community, school, clubs and sports. I was in 3 clubs, debate, best buddies, make-a-difference, and worked with AYAC (Avondale Youth Commission). One of my biggest accomplishments was giving a speech at one of these district Governing Board meetings regarding to mental health. Although it was intimidating and scary for me, I did it! It was then that I realized my love for public speaking on behalf of others and standing up for issues I am passionate about.

I am currently taking courses at Estrella Mountain Community College to begin my career towards political science. I hope to make a difference one day in the City of Avondale or even at the state level.

On behalf of the entire Superintendent Student Council, thank you for allowing us this opportunity to share our highlights.

5. CELEBRATIONS/ RECOGNITIONS

A. Westview High School

Dr. John Renouard, Westview High School Principal, introduced a presentation highlighting academic achievement at Westview High School and recognized staff and students of the year. He also shared a video celebrating 30 years of excellence at WHS (1989-2019).

Male Student of the Year:	Richard Vasquez III, 12 th Grade
Female Student of the Year:	Ashley Tapia, 12 th Grade
Classified Employee of the Year:	Jacque Angel Information Technology
Certified Employee of the Year:	Brittany Udowitz Special Education Department Chair

6. Summary of Current Events

Superintendent – Mrs. Nora Gutierrez

- At the Speak Up, Stand Up, Save a Life conference, Sierra Linda student Jeremiah Aguinaga was named a *Difference Maker*. Ms. Alaina Owen, a Peer Counselor at Sierra Linda, shared that Jeremiah is heading up the group in her class that is planning a second student-led mini-conference called "Skin Deep" about Body Positivity. They are planning an afterschool conference with a keynote speaker, break-out sessions, and plenty of reasons why we are all perfect the way and shape we are. Congratulations Jeremiah!

- Prior to the Winter Break, Arizona Cardinals football player, Joe Walker, read a book to the Copper Canyon ELD students as part of their Milk and Cookies program. The player was accompanied by Big Red, the Cardinals mascot. The cookies and milk were sponsored by Safeway and Albertsons Stores. Copper Canyon's ELD Department received \$2,000.00 in gift cards to Safeway. As the event ended, Joe Walker and Big Red handed out autographed tote bags. Thanks to the Arizona Cardinals for partnering with our District.
- At University High School last month, 40 plus alumni from the last 9 graduating classes visited current students. U-High started a new tradition of having alumni “medal” the school's current A.P. scholars.
 - There were 45 AP Scholars (those with 3 or more passed exams)
 - 21 – AP Scholars with distinction (4 or more passed exams)
 - And 12 – AP Scholars with honor (5 or more passed exams)
 Congratulations to these University High School students and to the wonderful alumni that are representing us throughout the country. Thank you Dean Susan Thompson for your leadership at UHS.
- Prior to Winter Break, the Leadership Academy at West Point High School was selected as the winner in the ASBA/GCU #InspiringChange student contest. As the winning entry, the school earned a field trip to Grand Canyon University for 50 students for a campus tour and exclusive presentation by “undercover teen” and Count Me In founder Shane Feldman. The students learned a lot and got a chance to see what a college campus looks like at a major university.
- Paint Phoenix Purple’s new Teen Dating Violence Logo was designed by one of our La Joya Community High School Students. Luiz Hernandez has previously been recognized at a board meeting for his artwork on this project but the City of Phoenix just launched their domestic violence campaign this month and has now published Luiz’s logo to the general public.
- On December 19th, TUHSD Governing Board President Ms. Corina Madruga, myself and TUHSD Assistant Superintendent of Human Resource, Mr. Juan Ceja, presented at the Arizona School Boards Association conference on the topic of Staff Retention Strategies to Help Improve Student Educational Outcomes.

With the teacher crisis plaguing Arizona and the rest of the country, our TUHSD team showed that it is imperative to retain strong educators. Through the hard work by the Human Resources Department, and the steadfast governance and support of the Governing Board, the Tolleson Union High School District has achieved a 95% staff retention rate and improved educational outcomes for our students. We also had the opportunity to distribute our TUHSD “I Love Public Education” buttons and hidden gems during the presentation.

I would like to thank Vice President Villalon and Board Member Chapman for attending and supporting us during our presentation.

- Those are just some of the highlights of our district since we last met. Thank you.

Governing Board Comments

- Member Chapman welcomed everyone to the new year and is looking forward to 2020.
- Vice President Villalon thanked everybody for their hard work and increased rigor regarding the District’s letter grades. Students, staff, administration and parents are to be commended.

7. **Public Participation**

No public participation requests were received.

8. **Approval of the Consent Agenda**

Mr. Villalon moved to approve the Consent Agenda; seconded by Dr. Flores. In a roll call vote, the motion carried 3-0.

CONSENT AGENDA * ITEMS

***1. Human Resources**

A. Personnel Items

ADMINISTRATIVE STAFF

Resignations Pending Liquidated Damages

Gresham, Bradley DO Network and Project Manager

Retirement

Wendy Barrie DO Director of Special Education

CERTIFIED STAFF

Employment of Personnel for the 2019-20 School Year

Smith, Constance DO Guest Teacher

Garcia, Edward LJCHS Spanish Teacher

Berthiaume, Beatrice SLHS Mathematics Teacher

Pereyra, Jocelyn SLHS Reading Teacher

Simpson, Justin TUHS Science Teacher

Rosenberger, David UHS Creative Writing Teacher

Vargas, Eduardo WHS Mathematics Teacher

Conrad, Amanda WPHS Leadership Academy Teacher

Resignations

Fafrowicz, Jessica LJCHS Special Education Teacher

Kennedy, Marissa UHS English Teacher

Resignation Pending Liquidated Damages

Gomez, Ivan LJCHS Social Studies Teacher

New Coaches

Beverly, Jordan	LJCHS	Boys Track
Deleon, Molly	LJCHS	Freshman Softball Coach
Hunt, Ryan	LJCHS	Freshman Baseball Coach
Lefebvre, Roger	LJCHS	Boys Tennis
Morris, Kathryn	LJCHS	Girls Track
Rivera, Michael	LJCHS	Varsity Baseball Coach
St. John, Patricia	LJCHS	Girls Tennis
West, Scott	LJCHS	Assistant Softball Coach

Volunteers

Teater, Carley	LJCHS	Softball
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CLASSIFIED STAFF

Employment of Personnel for the 2019-20 School Year

Elkins, Ashley	CCHS	Cafeteria Cashier
Murillo, Ceyda	DO	Administrative Assistant IV- Transportation
Ruelas, Josefina	LJCHS	Cafeteria Cashier
Cuen, Steve	TUHS	Security Guard
Howard Jr., Steve	TUHS	Custodian II- Cafeteria
Lara, Lydia	TUHS	Clerical Support II- Receptionist (Temporary)
Castellanos, EmaLee	WHS	Instructional Assistant II
Moreno, Guadalupe	WPHS	Custodian I
Valenzuela, Denysse	WPHS	Custodian I

Position Changes

Castaneda, Maria	DO	From Bus Monitor to McKinney Vento Driver
Darby, Karen	DO	From Administrative Assistant IV- Transportation to Administrative Assistant V- Technology
Dinkins, Jeneen	DO	From Substitute Bus Monitor to Bus Monitor
Hess, Andrea	DO	From Substitute Bus Driver to Bus Driver
Hoard, Wayne	DO	From Bus Driver to Substitute Bus Driver
Johnson, Irene	DO	From Bus Monitor to McKinney Vento Driver
Lopez, Maria	DO	From Substitute Bus Driver to Bus Driver
Lopez, Renee	DO	From Bus Monitor to McKinney Vento Driver
Marquez, Sarah	DO	From Bus Monitor to McKinney Vento Driver
Price, Felecia	DO	From Substitute Bus Driver to Bus Driver
Rubio, Vivian	DO	From Substitute Bus Monitor to Bus Monitor
Rubio, Vivian	DO	From Bus Monitor to Substitute Bus Driver
Seldon, Dennis	DO	From Bus Monitor to McKinney Vento Driver
Webster, Dayeshawn	DO	From Substitute Bus Driver to Bus Driver
Gonzales, Elaine	LJCHS	From Instructional Assistant II to Instructional Assistant I- Reading- Title I

Torres, Benjamin	SLHS	From Instructional Assistant I- SAS- Title I to In School Support Specialist
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Resignations

Salgado, Reyna	CCHS	Cafeteria Cashier
Douglas Jr., William	DO	Bus Driver
Seldon, Dennis	DO	McKinney Vento Driver
Garcia, Maria	LJCHS	Cafeteria Cook
Aguilar, Arely	SLHS	Clerical Support II- Receptionist
Gilkey, Delano	WPHS	Lead Security Guard
Martinez, Dennise	WPHS	Cafeteria Cashier
Mendoza, Nicole	WPHS	Administrative Assistant IV- Academics

Job Abandonment

Lara, Adelita	LJCHS	Cafeteria Cashier
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Retirement

Bettis, Melodie	DO	Bus Driver
Umstatt, John	DO	Bus Driver
Schrock, Kathy	WHS	Cafeteria Cook

SEASONAL/TEMPORARY STAFF

Batchelder, Stephen	LJCHS	Boys JV Basketball Assistant
Ramos, Mauricio	SLHS	Boys Varsity Soccer Assistant
Van, Minh	TUHS	Boys JV Basketball Assistant
Fergus, Ashley	WHS	Game Worker
Franco Mosqueda, Sergio	WHS	Girls JV Soccer
Maples, Kalvosia	WHS	Girls Freshman Basketball
Nelson, Rashard	WHS	Boys Varsity Basketball Assistant
Theo-Erekson, Tara	WHS	Game Worker
Tovar, Sara	WHS	Game Worker
Stolz, Chance	WPHS	Varsity Wrestling Assistant

STUDENT WORKERS

<u>Student Worker</u>		
Sadownik, Courtney	DO	Facility Rentals

VOLUNTEERS

<u>Winter Coaches</u>		
Lopez, David	TUHS	Varsity Wrestling

***2. Athletics and Safety/Security**

A. Second/Final Reading – Policy KJA (Relations with Booster Organizations)

The Governing Board approved the second/final reading of Policy KJA (Relations with Booster Organizations).

***3. Business Services**

A. Vouchers

Prior to ratification at the Governing Board meeting, Governing Board President, or her designee, reviews and signs vouchers. Vouchers represent orders for payment of material, equipment, salaries, and services. The Governing Board approved:

Payroll Vouchers: \$ 2,690,453.98 (16-23, 1016-1023)
 Expense Vouchers: \$ 12,046,777.12 (4092-4114)

B. Gifts and Donations

The Governing Board approved and accepted donations from Walmart, Jay Ladd – Elgin Nursery, Southwest Service Administrators, Copper Canyon Dance Club, La Joya Dance Club, and City of Tolleson, totaling \$37,200.00.

DONOR	SCHOOL/PROGRAM	DONATION	VALUE (\$)
Walmart	TUHS/Grants	Hunger Relief and Healthy Eating	\$ 2,500.00
Walmart	UHS/Grants	Hunger Relief and Healthy Eating	\$ 500.00
Walmart	WPHS/Grants	Hunger Relief and Healthy Eating	\$ 1,000.00
Jay Ladd Elgin Nursery	TUHS/Girls Soccer	Tolleson Girls Varsity Soccer	\$ 1,000.00
Southwest Service Administrators	CCHS/Sports Medicine	Equipment and Supplies to be used to assist the Sports Medicine and Athletic Training program	\$ 4,000.00
Copper Canyon Dance Club	CCHS/Dance	Dance Costumes	\$ 7,000.00
La Joya Dance Club	LJHS/Dance	35 Dance Costumes	\$ 1,200.00
City of Tolleson	TUHS	Student Enrichment Programs	\$ 20,000.00
		TOTAL	\$ 37,200.00

***4. Curriculum and Instruction**

A. Statement of Assurance – Teacher Evaluation Systems 2019-2020

The Governing Board approved the authorization for the Superintendent to submit evidence to the State Board of Education indicating that the Teacher Evaluation System utilized by the Tolleson Union High School District meets all requirements for fiscal year 2019-2020.

***5. Facilities Management**

A. City of Glendale Water Line Easement

The Governing Board approved to hereby grant and convey to the City of Glendale an easement to install, repair, operate, maintain and remove a water line and appurtenances upon, over and under the surface of the following described property:

Portion of the Southeast Quarter of Section 16, Township 2 North, Range 1 East of the Gila and Salt River Base and Meridian, Maricopa County, Arizona

***6. Superintendent’s Office**

A. Travel Requests – Staff and Students

The following travel requests were approved:

LOCATION	WHO	WHAT/WHEN/WHERE
District Office	Debbie McKintosh, Director of CTE	ACTE Az/ACOVA Midwinter Conference February 4-7, 2020 Prescott Resort & Conference Center Prescott, Arizona
CCHS	Melissa Tracy, Culinary Arts Teacher	ACTE Az/ACOVA Midwinter Conference February 6-7, 2020 Prescott Resort & Conference Center Prescott, Arizona
LJCHS	Heather Eaton, Digital Communications/Photography Teacher	ACTE Az/ACOVA Midwinter Conference February 6-7, 2020 Prescott Resort & Conference Center Prescott, Arizona
WHS	Jeannette Neese, Early Childhood Education/Fashion Teacher; Trevor Rice, Medical Assisting/Sports Medicine Teacher; participants are ACTE AZ Fellows	ACTE Az/ACOVA Midwinter Conference February 6-7, 2020 Prescott Resort & Conference Center Prescott, Arizona
SLHS	Luciano Toro, Head Wrestling Coach; Gilbert Cardenas, Assistant Coach; Charles Anderson, Assistant Coach; and possibly 10 students if they qualify	Wrestling State Championship February 12-13, 2020 Prescott, Arizona
WPHS	Michael Fujimori, Boys Head Wrestling Coach; Chance Stolz, Assistant Coach; Chuks Amaechi, Assistant Coach; and possibly 10 students if they qualify	Wrestling State Championship (Boys) February 12-13, 2020 Prescott, Arizona
WHS	William Chaffee, Coach; Darin Williams, Coach; Vanessa Killian, Coach; and qualifying students TBD	AIA State Wrestling (Boys & Girls) February 12-15, 2020 Tim’s Toyota Center Prescott Valley, Arizona
LJCHS	Sean Nelson, Head Wrestling Coach; Josh Mitchell, Assistant Coach; Vanessa Recio, Assistant Coach; Samantha Scott, Assistant Coach, and possibly 14 students if they qualify	Wrestling State Championship (Boys & Girls) February 12-15, 2020 Prescott, Arizona

WPHS	Michael Fujimori, Girls Head Wrestling Coach; Chance Stolz, Assistant Coach; Chuks Amaechi, Assistant Coach; and possibly 10 students if they qualify	Wrestling State Championship (Girls) February 13-14, 2020 Prescott, Arizona
LJCHS	Lynette Turnbaugh, EdRising Teacher and Sponsor; Cesar Vairo, Teacher and Male Chaperone; and 13 students	Arizona Educators Rising State Leadership Conference March 2-4, 2020 Westward Look Wyndam Tucson, Arizona
LJCHS	Carissa Rupe, Culinary Arts Teacher; Anna Rojas, Culinary Arts Teacher; and 19 students	FCCLA Arizona State Leadership Conference April 13-15, 2020 Westin La Paloma Tucson, Arizona
CCHS	Frederick Miller, Social Studies Department Chair; and 4 students	Close Up Foundation May 31 – June 6, 2020 Washington, D.C.

B. Collaboration Agreement among Arizona State University, Be A Leader Foundation, and Tolleson Union High School District

The Governing Board approved the Collaboration Agreement among Arizona State University, Be A Leader Foundation, and Tolleson Union High School District. The Bill and Melinda Gates Foundation has awarded ASU and BALF a Network for School Improvement grant, renewable for up to five years. The primary objective of the Grant is to increase the well-matched postsecondary enrollment rates for Black, Latino and low-income students in the 23 targeted high schools within Tolleson Union High School District, Phoenix Union High School District, and Mesa Public Schools

C. Minutes – December 10, 2019 Governing Board Regular Meeting

The Governing Board approved the December 10, 2019 Governing Board Regular Meeting minutes.

D. Minutes – January 14, 2020 Governing Board Work Study Session

The Governing Board approved the January 14, 2020 Governing Board Work Study Session minutes.

INFORMATION/DISCUSSION ITEMS

10. Student Wellness Annual Report

Mrs. Kimberly Luvisi, Director of Food and Nutrition Services, presented the annual report on Student Wellness. Per Policy JL-RA (Student Wellness), an annual report shall be made to the Board on the District’s compliance with law and policies related to student wellness.

11. Meet and Confer Committee Report

Superintendent Gutierrez introduced Mr. Juan Ceja, Assistant Superintendent of Human Resources, who presented information to the Governing Board regarding to the Meet and Confer process and recommendations relating to salary and benefits for 2020-2021.

Mr. Ceja introduced the Meet & Confer Team for 2019-2020:

<p><u>Tolleson Union Education Association</u> President: Michael Connor, WHS Teacher Vice Pres.: Alex Stevanov, CCHS Teacher Catherine Barnette, WHS Teacher</p>	<p><u>Tolleson Administrator Association</u> President: Brandi Haskins, LJCHS Principal Bo (Alfred) Oxford, TUHS Assistant Principal Dr. Fernando Hurtado, DO English Acquisition Program Coordinator</p>
<p><u>Tolleson Classified Association</u> President: Gabriela Rodriguez, DO Human Resources Coordinator Elisa Aros, LHA Behavioral Specialist Gilberto Gomez, DO Warehouse Clerk</p>	<p><u>District Office Representatives</u> Nora Gutierrez, Superintendent Jeremy Calles, Chief Financial Officer Juan Ceja, Assistant Superintendent of Human Resources</p>

The Meet & Confer Team had one united focus: Student Academic Achievement.

The Team met from January 7-23, 2010, with a total of three meetings.

The Meet & Confer Team agreed on the following Guiding Principles:

- All decisions are student-centered
- Consider all employees of the district as a whole, not just the groups we represent
- Is it legal?
- Is it sustainable/affordable/administratable?
- Recruit and Retain staff

After thoughtful discussion and consideration, the Meet & Confer Team came to consensus on the following matters:

1. Consensus on 2020-2021 Benefit expenses:

A. Medical Insurance – One (1) medical rate option, with two (2) tiers

- The District contribution increases up to \$5688.48, for all tiers except the HDHP \$2800 employee only tier. The HDHP \$2800 employee only tier will receive up to \$800 contribution into the Health Savings Account (HSA); \$400 will be preloaded at the beginning of the plan year and the remaining \$400 will be contributed at the end of the plan year pending completion of activities as defined in the Wellstyles Program. All other employees on the district medical insurance would be eligible to earn up to \$400 at the end of the plan year pending completion of activities as defined in the Wellstyles Program. Employee on the HDHP \$2800 plan would receive the \$400 as contributions towards their HSA. Employees on the PPO plan would receive the monies in the form of a gift card. The revisions to the medical insurance plans are to incentivize employees’ participation in the district wellness program and to make the PPO plan more attainable to employees.
- The total annual plan cost for the two medical insurance plans are increasing by 10% on average. The district is absorbing the majority of the increase to the plans.

2. Consensus on 2020-2021 Salary increase:

Eight percent (8%) increase to existing salaries.

Continue the \$1,000 retention stipend for all eligible returning staff.

Also, increase performance pay (Classroom Site Fund) for teachers-only to \$4,000 (from \$3,250).

Mr. Ceja thanked the Meet and Confer Team for their time, dedication and cooperation during the process.

Superintendent Gutierrez also thanked the Meet and Confer Team for their trust formed over the past years working together on behalf of the staff and students of TUHSD. Thank you!

ACTION/DISCUSSION ITEMS

12. Employee Contract and Work Agreement Revisions for 2020-2021

In January 2017, the Board approved the use of Prop 123 monies to allocate a stipend to all returning employees for the ensuing school year. The administration requests renaming the stipend from Prop 123 stipend to “retention stipend” on all work agreements and contracts to better reflect the intent of the stipend. The stipend is set not to exceed \$1,000 per employee regardless of their FTE.

Additionally, the administration requests adding language to all contracts and work agreements to allow for the prizes awarded to employees as part of the legally mandated Trip Reduction Program.

Mr. Chapman moved that the Governing Board approve revisions to the employee contracts and work agreements for 2020-2021 by renaming the stipend from Prop 123 stipend to “retention stipend” on all work agreements and contracts to better reflect the intent of the stipend. The stipend is set not to exceed \$1,000 per employee regardless of their FTE.

Additionally, the Governing Board approved adding language to all contracts and work agreements to allow for the prizes awarded to employees as part of the legally mandated Trip Reduction Program; seconded by Dr. Flores. In a roll call vote, the motion carried 5-0.

13. Employee Salary Increases for 2020-2021

Pursuant to the recommendation from the 2019-2020 Meet and Confer Committee, Administration seeks Governing Board approval of (1) an 8% salary increase to existing salaries for all eligible returning staff, (2) continuation of the \$1,000 retention stipend for all eligible returning staff, and (3) increase performance pay (Classroom Site Fund) for teachers-only to \$4,000 (from \$3,250) for 2020-2021.

Mr. Chapman moved that the Governing Board approve (1) an 8% salary increase to existing salaries for all eligible returning staff, (2) continuation of the \$1,000 retention stipend for all eligible returning staff, and (3) increase performance pay (Classroom Site Fund) for teachers-only to \$4,000 (from \$3,250) for 2020-2021; seconded by President Madruga. In a roll call vote, the motion carried 5-0.

14. Salary Schedule Increases for 2020-2021

Administration seeks Governing Board approval of a 4% increase to the base amounts of the Support, Certified, and Administrative placement salary schedules for the 2020-2021 fiscal year.

Mr. Del Palacio moved that the Governing Board approve a 4% increase to the base amounts of the Support, Certified, and Administrative placement salary schedules for the 2020-2021 fiscal year; seconded by Mr. Chapman. In a roll call vote, the motion carried 5-0.

15. 2020-2021 Insurance Rates, Plan Benefits, District Contribution Amounts and Employee Costs

Pursuant to the 2019-2020 recommendation from the Meet and Confer Committee, Administration seeks Governing Board approval of (1) rates and utilization of contracts awarded through Valley Schools Employee Benefits Trust for the purchase of major medical, dental, vision, life, accidental death and dismemberment, voluntary short term disability insurance, Flexible Spending Account, Employee Assistance Program, and COBRA administration services; (2) District contribution amounts; and (3) employee cost for the 2020-2021 insurance plan.

Mr. Chapman moved that the Governing Board approve (1) rates and utilization of contracts awarded through Valley Schools Employee Benefits Trust for the purchase of major medical, dental, vision, life, accidental death and dismemberment, voluntary short term disability insurance, Flexible Spending Account, Employee Assistance Program, and COBRA administration services; (2) District contribution amounts; and (3) employee cost for the 2020-2021 insurance plan; seconded by Mr. Villalon. In a roll call vote, the motion carried 5-0.

16. State Seal of the Arts Proficiency – Arts Extracurricular Activities

Administration seeks Governing Board approval to participate in the State Seal of the Arts Proficiency program. This seal would be affixed to the diplomas of students completing all requirements beginning with the graduating class of 2021.

Mr. Villalon moved that the Governing Board approve the State Seal of the Arts Proficiency program. This seal would be affixed to the diplomas of students completing all requirements beginning with the graduating class of 2021; seconded by Mr. Chapman. In a roll call vote, the motion carried 5-0.

17. Consideration of New Course Proposals

Administration is seeking Governing Board approval for the following New Course Proposals:

Career & Technical Education

- Criminal Justice 1-2
- Law & Public Safety 3-4
- Law & Public Safety Internship
- Graphic Design 1-2*
- Music & Audio Production 1-2
- Music & Audio Production 3-4
- Music & Audio Production Internship

History & Social Sciences

- Advanced Placement Government/Economics

World Languages

- Mandarin 1-2*

*APG will include the coherent sequence of courses to meet ABOR, ADE CTE requirement.

1-2 level courses would first be available during the 2020-2021 school year; others to follow.

Mr. Chapman moved that the Governing Board approve the New Course Proposals:

Career & Technical Education

- Criminal Justice 1-2
- Law & Public Safety 3-4
- Law & Public Safety Internship
- Graphic Design 1-2*
- Music & Audio Production 1-2
- Music & Audio Production 3-4
- Music & Audio Production Internship

History & Social Sciences

- Advanced Placement Government/Economics

World Languages

- Mandarin 1-2*

*APG will include the coherent sequence of courses to meet ABOR, ADE CTE requirement.

1-2 level courses would first be available during the 2020-2021 school year; others to follow;

seconded by President Madruga. In a roll call vote, the motion carried 5-0.

18. Resolution in support of providing no cost access to menstrual hygiene products

Administration seeks Governing Board review, discussion and if deemed appropriate approval of the Resolution in support of providing no cost access to menstrual hygiene products. Requested by Board Member Devin Del Palacio.

After discussion, Mr. Villalon moved that the Governing Board approve the Resolution in support of providing no cost access to menstrual hygiene products, after revising "...to provide free access to menstrual products in restrooms and locker rooms" to read: "...to provide free access to menstrual products campus wide"; seconded by President Madruga. In a roll call vote, the motion carried 5-0.

RESOLUTION in support of providing no cost access to menstrual hygiene products

WHEREAS: The Tolleson Union High School District has an obligation to serve all students equitably. Every student deserves the reassurance that their school restrooms are outfitted with necessities to accommodate their biological needs. Yet, for roughly half the US student population, there is glaring exception to this commitment: menstrual hygiene products; and

WHEREAS: Menstrual hygiene products are basic necessities, and the inability to access them affects a student's freedom to study, be healthy, and participate in society with dignity. Studies have shown that when students lack access to menstrual hygiene products they skip or miss class, face embarrassment or objectification because of period stains, and are limited both academically and socially; and

WHEREAS: Access to menstrual products could be cost-prohibitive to many students and menstruating is not a luxury but a biological process that necessitates the use of costly products; and

WHEREAS: No student should miss a day of school because they feel ashamed or they do not have access to menstrual products; and

THEREFORE, BE IT RESOLVED THAT: The Tolleson Union High School District will work to provide free access to menstrual products campus wide.

RATIONAL: Proponents assert that menstrual supplies are basic necessities that some students may not have on hand in school at any particular moment or may not be able to afford in general. They view these items, similar to other products found in nurses' offices or in restrooms, as basic, essential commodities for everyday use that should be available to all students without charge.

FUTURE MEETING DATES

- February 11, 2020 – Regular Meeting
- February 25, 2020 – Regular Meeting
- March 24, 2020 – Regular Meeting
- April 7, 2020 – Regular Meeting
- April 21, 2020 – Work Study Session

FORMAL ADJOURNMENT OF REGULAR MEETING

Mr. Chapman moved to adjourn the Regular Meeting; seconded by Mr. Villalon. President Madruga called the Regular Meeting of the Tolleson Union High School District Governing Board adjourned at 8:12 p.m.

Corina Madruga, Governing Board President